



## Policy HR 13.2 Cobra Rights

Adopted by the Library Board of Trustees: 01/24/2013

The Consolidated Omnibus Budget Reconciliation Act (COBRA) requires most group health plans, including the plan that NOLS offers, provide a temporary continuation of group health coverage that otherwise might be terminated. Upon an employee's termination from Library employment or upon commencement of an unpaid leave of absence, at the employee's option and expense, the employee may be eligible to continue health insurance benefits to the extent provided under the federal COBRA regulations. An administrative handling fee may be charged to the employee or his/her dependents who elect to exercise their COBRA continuation rights.

### **I. Administration**

The Library Director of designee is responsible for administering this policy.